



Administrative Progress Report (APR) February 2007

To: POST Commissioners and Advisory Committee Members

From: HAL SNOW
Interim Executive Director

The Administrative Progress Report (APR) is a monthly status report that informs POST Commissioners and the California law enforcement community of recent progress on POST projects and instructional programs under development, and other information of importance to our mission to continually enhance the professionalism of California law enforcement.

FEDERAL APPROVAL RECEIVED FOR NIMS/SEMS/ICS 300 AND 400 COURSES

The federal Office of Grants and Training (G&T) notified POST that it had approved two POST-developed courses. The *Incident Command System (ICS) 300 & 400 Course for Response Personnel* (16 hours) and the *ICS 300 & 400 Train-the-Trainer Course* (24 hours) were developed to meet federal National Incident Management System (NIMS) training requirements for federal Fiscal Year 2007.

The Commission certified both of these courses in October 2006. Agencies are now able to use their federal homeland security funds to pay for tuition, travel, and per diem. The 16-hour course is designed to train supervisors, managers, and command staff. Instructors are required to complete the 24-hour course prior to presenting training in their regions or agencies. These courses require classroom attendance because interactive tabletop exercises are needed to complete the training.

Information about the training and course presentation dates may be obtained at www.americanhomelandsolutions.com or by calling (714) 940-6370. Questions about NIMS/SEMS/ICS courses may be directed to Senior Consultant Donald Lane, Homeland Security Training Program, at (916) 227-3916 or Donald.Lane@post.ca.gov.

ROBERT SHEROCK JOINS THE TRAINING PROGRAM SERVICES BUREAU

Robert (Bob) Sherock joined POST as a new Law Enforcement Consultant. Mr. Sherock is assigned to the Training Program Services Bureau and will prepare guidelines, regulations, and course specifications per legislative mandates. Mr. Sherock comes to POST after a 28-year career with the Contra Costa County Sheriff's Department during which he served in every division, and the contract cities of Lafayette and Orinda. His last assignment was that of Commander of the Alameda-Contra Costa Transit Police Services. Mr. Sherock retired from the Sheriff's Department as a Lieutenant in 2004.

Prior to coming to POST, Mr. Sherock served as Chief of the West Contra Costa Unified School District Police Department, and as Interim Police Commander for the Hercules Police Department.

Questions about legislatively-mandated training may be directed to Law Enforcement Consultant Bob Sherock, Training Program Services Bureau, at (916) 227-4829 or Robert.Sherock@post.ca.gov.

ROBERT ZIGLAR JOINS THE BASIC TRAINING BUREAU

On February 26, 2007, Robert M. (Bob) Ziglar became POST's newest Law Enforcement Consultant. Mr. Ziglar is assigned to the Basic Training Bureau and will manage scenario development and training, the PC 832 Course, and the Police Training Officer (PTO) Pilot Program.

Mr. Ziglar has an extensive background in law enforcement and training. His law enforcement career began in 1977 with the Capitola Police Department where he served as a police officer and sergeant. Mr. Ziglar also worked for the South Bay Regional Public Safety Training Consortium, first as the Academy Coordinator and later as the Director. He went on to serve as the Director of Public Safety Training for Cabrillo College. Mr. Ziglar is well known to basic course presenters throughout the state for his many years of service as a Subject Matter Expert on training issues. He has been deeply involved in the development of scenario testing in the Regular Basic Course and in training scenario managers and evaluators.

Questions about scenario development, PC 832, or the PTO Program may be directed to Law Enforcement Consultant Bob Ziglar, Basic Training Bureau, at (916) 227-3454 or Robert.Ziglar@post.ca.gov.

POST PEACE OFFICER AND DISPATCHER TEST DELIVERY SYSTEMS BEING EVALUATED

To improve test security, expedite test scoring, and facilitate statistical analyses, the Standards and Evaluation Services Bureau is evaluating the policies and procedures to deliver tests to the field. Under evaluation are: the method for ordering tests from POST, the adequacy of test security agreements, the costs required to support the system, the need for mandatory test proctor training, and the impact of Web-based testing software.

The Commission approved the acquisition of a Web-based software product in January 2007. Staff believes Web-based software will provide agencies with more secure and efficient testing services and enhance POST's ability to develop tests and monitor statistics.

Questions about test delivery or Web-based testing should be directed to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or Elizabeth.Wisnia@post.ca.gov.

POST STAFF COLLABORATE ON PERFORMANCE TESTING IMPROVEMENT

POST staff is participating in a national effort to identify and share information on performance testing in basic academy training. IADLEST (International Association of Directors of Law Enforcement Standards and Training), member organizations from Michigan, North Carolina, South Carolina, Oregon, the Federal Law Enforcement Training Center (FLETC), Royal Canadian Mounted Police, and California agencies are involved. POST staff from the Training Delivery and Compliance Services Bureau, the Basic Training Bureau, and the Standards and Evaluation Services Bureau is participating.

In February, meetings were held via conference call to share information, to improve scenario-based performance evaluations. The focus of the meetings is on developing effective evaluation instruments. While all participating agencies have created some form of performance testing, California was acknowledged as a leader in scenario testing.

Questions about improving performance testing may be directed to Bureau Chief Ken Krueger, Standards and Evaluation Services Bureau, at (916) 227-4832 or Ken.Krueger@post.ca.gov.

WORK ON NEW STRATEGIC PLAN OBJECTIVES BEGINS

At its January meeting, the Commission approved the addition of two new “feasibility study” objectives to POST’s Strategic Plan. Objective A.14 deals with the feasibility of expanding cognitive testing for peace officers, and Objective A.15 determines the feasibility of establishing basic academy report writing standards. In February, staff in POST’s Standards and Evaluation Services Bureau commenced work on both objectives. Steering committees for each project were established and met for the purpose of assigning staff and defining project assumptions, goals, time tables, and identifying stakeholder groups.

Questions about the project to expand cognitive testing may be directed to Dr. Bob Holmgren, Standards and Evaluation Services Bureau, at (916) 227-4537 or Bob.Holmgren@post.ca.gov. Questions about writing standards may be directed to Personnel Selection Consultant Elizabeth Wisnia, Standards and Evaluation Services Bureau, at (916) 227-4830 or Elizabeth.Wisnia@post.ca.gov.

INSTRUCTOR STANDARDS ADVISORY COUNCIL MEETS

On February 22, 2007, the Instructor Standards Advisory Council (ISAC) met in San Diego. The ISAC, comprised of a cross-section of law enforcement trainers, educators, and executives, reviewed progress to date in instructor development training.

Staff reported on the status of the Academy Instructor Certificate Program (AICP) and the statewide implementation process. Representatives from the San Diego Regional Training Center and Napa Valley College presented progress reports on the Academy Instructor Certificate Course (AICC), re-certification updates, the Instructor Symposium, online programming, and courses under development for CPT credit.

The new Instructor Development Institute (IDI) implementation plans and efforts, curriculum, and equivalency considerations were discussed. The ISAC also discussed opportunities and challenges and recommended that the proposed curriculum for the IDI be reviewed for feedback by the Council at the meeting to be held in May 2007.

Questions about the Instructor Standards Advisory Council (ISAC) may be directed to Project Facilitator D'Karla Leach, Training Program Services Bureau, at (916) 227-4889 or DKarla.Leach@post.ca.gov.

NEW DISCUSSION GROUPS FEATURE ON LEARNING PORTAL

The new Discussion Groups feature of the POST Learning Portal (www.lp.post.ca.gov) provides a series of forums for discussion of various law enforcement topics. Current discussion groups include the following:

- Training Administrator Topics – get help from a POST consultant on Course Certification or discuss issues with training managers.
- Recruitment – discuss issues related to law enforcement recruitment with others.
- Instructor Development – discuss topics such as the new Instructor Development Institute and the new vision for instructor training.
- Learning Portal – discuss likes and dislikes about the Learning Portal, or new topics for POST to develop.

Questions about the Discussion Groups feature on the Learning Portal may be directed to Supervisor Jan Myyra, Learning Technology Resource Center, at (916) 227-4550 or Jan.Myyra@post.ca.gov.

NEW POST ENTRY-LEVEL LAW ENFORCEMENT TEST BATTERY FORMS DEVELOPED

Staff development of new alternate forms of the POST Entry-Level Law Enforcement Test Battery culminated in February with the release of two new test forms. These forms parallel the existing forms with regard to test content and test difficulty.

Because over 40,000 law enforcement applicants take the POST Entry-Level Law Enforcement Test Battery each year, it is important that new forms are developed to replace those that have received extensive exposure.

Questions about the new POST Entry-Level Law Enforcement Test Battery may be directed to Personnel Selection Consultant Bob Holmgren, Standards and Evaluation Services Bureau, at (916) 227-4537 or Bob.Holmgren@post.ca.gov.

POST BEGINS DEVELOPMENT OF TELECOURSE FOR K-9 UNIT OPERATIONS

The California POST Television Network (CPTN) has started development of a new telecourse program focusing on canine (K-9) operations. The use of K-9 units has increased over the years as more agencies find them to be an effective and versatile tool.

This DVD video program will examine the value of K-9 units, their capabilities and limitations, and the importance of local policy. The program will be scenario-based and will focus the training around incidents of searches, narcotics seizure, evidence recovery, and bomb searches. The audience for the telecourse is general law enforcement, including supervisors and K-9 handlers throughout the state. The *K-9 Operations* telecourse is tentatively scheduled for release late summer 2007.

Questions about the *K-9 Operations* telecourse may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or Jody.Buna@post.ca.gov.

RECRUITMENT RESOURCES ON POST LEARNING PORTAL

The keynote presentations from the November 2006 Recruiter Workshop are now available on the POST Learning Portal (www.lp.post.ca.gov) which affords those who could not attend the workshop an opportunity to hear some of the speakers. It also allows POST to extend the presentation to a broader audience.

The resources consist of presentations and PowerPoint presentations. The audio files can be played on a computer or an MP3 player such as an iPod. Within the first two weeks of the resources being available on the portal, over 324 downloads were recorded by users representing 139 different agencies.

Questions about the Recruitment Resources on the Learning Portal may be directed to Supervisor Jan Myyra, Learning Technology Resource Center, at (916) 227-4550 or Jan.Myyra@post.ca.gov.

BASIC COURSE WAIVER PROCESS EXPLAINED

The Basic Course Waiver (BCW) process is an option for meeting the Regular Basic Course training requirement. The BCW is primarily intended for individuals who have prior law enforcement training and service in other states, and who wish to lateral to California to work as peace officers. California POST does not have reciprocity agreements with other states. However, officers from other states may apply for the BCW process to see if their training meets California Regular Basic Course standards. Successful completion of the process results in a waiver of attendance of the Regular Basic Course.

The BCW is a 4-step process that includes: (1) an application/self-assessment; (2) an evaluation of prior training; (3) an examination which includes both written and skills components; and (4) an issuance of a waiver letter. The waiver letter has the same standing as a certificate of completion of the Regular Basic Course; however, acceptance of the waiver is at the discretion of the employing agency.

To be eligible for the BCW process, the applicant must have completed:

1. At least one year of sworn general law enforcement experience,
2. A 200-hour minimum general law enforcement basic course, certified or approved by California POST or a equivalent standards-setting agency of another state,
3. At least 664 hours of general law enforcement training (including academy); and
4. The legislatively mandated training requirements of California's Regular Basic Course.

The past two years have seen a significant increase in the number of applications for the BCW process. This is due in part to recruitment efforts by agencies that draw applicants from other states. During the 2004/2005 Fiscal Year, 98 BCW applicants were processed for a waiver. In 2005/2006 that number grew to 146 applicants. In the current fiscal year, 101 applicants are completing this process to date.

Questions about the Basic Course Waiver process may be directed to Program Manager Paula Mendenhall, Basic Training Bureau, at (916) 227-4254 or bcw@post.ca.gov.

COMMAND COLLEGE PREPARES TO COMMENCE CLASS 43

Command College Class 43 will commence on May 20, 2007. Panel interviews for candidates are scheduled for March 2007 in Sacramento and Burbank. The maximum number of students is 25 per class; therefore, additional students will be placed in the next available class.

Questions about the Command College program may be directed to Law Enforcement Consultant Karen Lozito, Center for Leadership Development/Homeland Security Bureau, at (916) 227-4892 or Karen.Loizito@post.ca.gov.

PROGRESS MADE IN ADDRESSING SALARY INEQUITY ISSUE FOR POST LAW ENFORCEMENT CONSULTANTS

Representatives of POST's management met with David Gilb, Director of the State Department of Personnel Administration (DPA), on February 22, 2007, to address the salary inequity issue for POST Law Enforcement Consultants (LECs). Staff brought to DPA's attention that the salary for POST's LECs has fallen behind other comparable classes of state employees over the last 10+ years. Director Gilb expressed sensitivity to POST's concerns and he assigned a member of his staff to further research POST's realignment request and to benchmark POST LEC salaries with those of California Highway Patrol Lieutenant. Staff is optimistic the issues will be quickly and favorably addressed by the DPA.

Questions about the salary inequity issue, or the meeting with the DPA, may be directed to Interim Executive Director Hal Snow, Executive Office, at (916) 227-2803.

LEARNING DOMAIN 43 INSTRUCTORS ATTEND TRAINING

On February 13-16, 2007, instructors that will teach the Law Enforcement Response to Terrorism (LERT) portion of Learning Domain 43 (LD 43) in the Basic Course met in South San Francisco for 32 hours of training. Thirty-two instructors representing Basic Course presenters attended this first presentation.

A second presentation for an additional 40 instructors will be conducted on March 26-29, 2007, in Garden Grove. An additional course will be scheduled as needed to ensure that all Basic Course presenters have trained instructors to present the LD 43 module.

Questions about the instructor training may be directed to Senior Consultant Donald Lane, Homeland Security Training Program, at (916) 227-3916 or Donald.Lane@post.ca.gov.

POST BEGINS DEVELOPMENT OF A NEW TELECOURSE FOR TERRORISM PREVENTION FOCUSING ON TRANSPORTATION SYSTEMS

Since September 11, 2001, POST has developed several DVD-based training videos on terrorism including: *Recognizing, Reporting, and Preventing Terrorism*; *Terrorism and First Responders*; *Legal Aspects of Terrorism*; and *Terrorism: Suicide Bombers*. POST has begun the development of a new terrorism prevention telecourse program that focuses on transportation and mass transit systems.

POST is working with the California Office of Homeland Security (OHS) and the Federal Transportation Security Administration (TSA) to develop a program that will examine aviation, maritime, and surface transportation systems. Awareness-level training will be provided on methods and procedures to protect these transportation systems.

On February 27-March 1, 2007, a group of subject matter experts (SMEs) met in San Diego to finalize the content and script, review video resources, develop scenarios, and film individual interviews. Additional interviews and videotaping of scenarios will be done in April 2007 in the San Francisco area. The *Protecting Our Transportation Systems* telecourse is scheduled for release late summer 2007.

One of the critical points raised by the SMEs at this development meeting was the fact that every agency has critical infrastructure such as an airport, light rail/bus service, pipeline, railroad facilities, and other areas where a mutual aid response would be required. Protocols and a response plan should be in place to provide specific information to personnel who may be assigned to respond under a mutual aid request. This important aspect will be addressed in the telecourse.

Questions about the *Protecting Our Transportation Systems* telecourse may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or Jody.Buna@post.ca.gov, or to Senior Consultant Donald Lane, Homeland Security Training Program, at (916) 227-3916 or Donald.Lane@post.ca.gov.

CALENDAR OF EVENTS ON THE POST WEBSITE

Due to security concerns, the POST Calendar of Events is located in the Flagship Network on the POST Website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to clearinghouse@post.ca.gov.

LEGISLATIVE UPDATE

Information regarding the status of current bills appears on the following page.

REPORT DATE: February 28, 2007

STATUS OF CURRENT LEGISLATION

The following are bills in Legislative Session 2007-08 on which the Commission has taken, or will consider taking, a position.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 151</u> (Berryhill)	Peace Officers: This bill would include custodial officers, as specified, in the Counties of Glenn, Lassen, and Stanislaus within the definition of peace officer under PC 830.1(c). This bill would declare that it is to take effect immediately as an urgency statute. Commission Position: No position recommended.	Pending
<u>AB 325</u> (Nava)	Peace Officer Recruitment and Retention Commission: This bill would create the Peace Officer Recruitment and Retention Commission. This Commission would be required to have eight members, as specified, and develop a pilot project administered by the Commission that will develop, coordinate, and implement advertising, recruitment, and retention programs for peace officers in counties specified by the Commission. Commission Position: To be considered at the April 19, 2007, Commission Meeting.	Pending
<u>AB 621</u> (Smyth)	Universities: Reserve Peace Officers. This bill would authorize the trustees of the California State University and the Regents of the University of California to establish reserve peace officer programs to supplement their respective police departments Commission Position: To be considered at the April 19, 2007, Commission Meeting.	Pending
<u>AB 849</u> (Nakanishi)	Public Safety Training Facilities: This bill would establish the Public Safety Training Facilities Grant Program, administered by the Office of Emergency Services to provide grants for training police, sheriff, and fire department personnel in counties with an average population density not exceeding 500 persons per square mile. Commission Position: To be considered at the April 19, 2007, Commission Meeting.	Pending
<u>AB 1374</u> (Hernandez)	Peace Officers Reserve Housing Authority: This bill would add all reserve housing authority patrol officers employed by a housing authority among those reserve officers who are considered peace officers Commission Position: To be considered at the April 19, 2007, Commission Meeting.	Pending

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<u>AB 1648</u> (Leno)	Peace Officer Records: This bill describes the intent of the legislature to abrogate the decision of the Supreme Court in Copley Press v. Superior Court. Commission Position: To be considered at the April 19, 2007, Commission Meeting.	Pending
<u>SB 15</u> (Wyland)	Career Technical Education Vision Council: This bill would create the Career Technical Education Vision Council (CTEVC) to make recommendations regarding career technical education, as specified, and to develop a workforce preparation and strategic plan on or before December 31, 2008. Commission Position: Support, Amend	Pending
<u>SB 566</u> (Ridley-Thomas)	Peace Officer Standards and Training: Existing law establishes the appointment criteria for all members of the Commission on Peace Officer Standards and Training (POST). This bill would amend the criteria for appointment to the Commission, as specified by law, for four of the Commission members. Commission Position: To be considered at the April 19, 2007, Commission Meeting.	Pending
<u>SB 756</u> (Ridley-Thomas)	Criminal Investigations Eyewitness: This bill declares legislative intent that law enforcement officials study and consider adoption of policies and procedures regulating eyewitness lineup identification to ensure a decrease in the number of misidentifications. Commission Position: To be considered at the April 19, 2007, Commission Meeting.	Pending
<u>SB 987</u> (Romero)	State Correctional System: This bill would require the Commission on POST to provide training regarding tracing missing persons and victims of violent crimes, transferring this responsibility from the Corrections Standards Authority. Commission Position: To be considered at the April 19, 2007, Commission Meeting.	Pending
<u>SB 1033</u> (Negrete McLeod)	Criminal Records Expungement: This bill would require expungement of the conviction of those peace officers who suffer a conviction prior to a certain date and who have complied with provisions authorizing a one-time exemption from the firearm possession prohibition. Commission Position: To be considered at the April 19, 2007, Commission Meeting.	Pending